

Reference:	FOI.10525.22
Subject:	International recruitment
Date of Request:	15 December 2022

Requested:

Please could you advise on the following questions for the period of 1st Jan 2021 - Present.

1. How many external international hires has Hywel Dda Health Board made over this period?
2. Can you break this down by role (Registered Nurse, Mental Health Nurse, Occupational Therapist etc)?
3. What is Hywel Dda Health Board total international recruitment spend for this period?
4. What percentage of international recruitment is done directly (if any)?
5. How much of this budget was spent on external agencies? Who are the agencies and what is their cost per agency?
6. Who is the senior most responsible officer in relation to this budget?
7. Do you have a centralised recruitment team at Hywel Dda Health Board or are the recruitment budgets and responsibility managed by your service leads?
8. Who are these recruitment / service leads?
9. What is the organisational structure within your recruitment and HR Teams at Hywel Dda Health Board?

Response:

1. Hywel Dda University Health Board (UHB) recruited one hundred and one (101) international registered nurses between 1 January 2021 and 15 December 2022, known as phase 1 of the UHB's participation in the All Wales International RN Recruitment Programme.
2. All international hires were registered nurses.
3. The cost of phase one of the project to the UHB was £1m.
4. None of this recruitment is directly undertaken. The recruitment forms part of the All Wales International RN Recruitment Project.
5. The total cost was £222,200.
6. Lisa Gostling, Executive Director of Workforce and Organisational Development is responsible for this budget.
7. The UHB has a centralised recruitment team to enable recruitment.

8. There is a Project Team in place that is responsible for the All Wales International RN Recruitment Project.
9. The UHB has provided the structure requested at Attachment 1.